

MMB
EX. 77

LAW OFFICES OF
MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.

A PROFESSIONAL LIMITED LIABILITY COMPANY

444 WEST MICHIGAN AVENUE
KALAMAZOO, MICHIGAN 49007-3751

ONEY T. MILLER (1884-1940)
GEORGE L. CANFIELD (1868-1928)
LEWIS H. PADDOCK (1868-1935)
FERRIS D. STONE (1882-1945)

ANN ARBOR, MICHIGAN
BLOOMFIELD HILLS, MICHIGAN
DETROIT, MICHIGAN
GRAND RAPIDS, MICHIGAN
KALAMAZOO, MICHIGAN
LANSING, MICHIGAN
MONROE, MICHIGAN
WASHINGTON, D.C.

AFFILIATED OFFICES:
PENSACOLA, FLORIDA
GDAŃSK, POLAND
WARSAW, POLAND

ERIC V. BROWN, JR.
(616) 383-5813

TELEPHONE (616) 381-7030
TWX 810-221-5007 MILLCNFLD DET
TELECOPIER (616) 383-5858

April 13, 1994

Kimberly K. Hudolin, Esq.
Honigman, Miller, Schwartz and Cohn
2290 First National Building
Detroit, Michigan 48226

VIA FACSIMILE (313) 962-0176

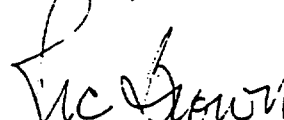
Re: Booth American Company - Hicks Broadcasting of Indiana, L.L.C.

Dear Kim:

Attached is a copy of a letter which is being sent today to David Foltyn.

If you have any questions, please feel free to call me.

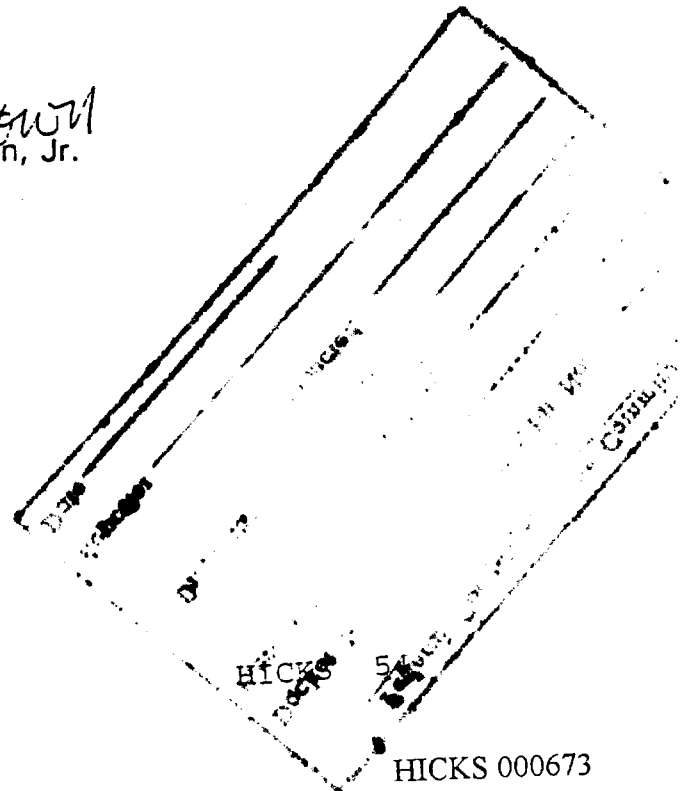
Sincerely,


Eric V. Brown, Jr.

EVBJR/lb

cc: Mr. David L. Hicks

KZFS1\104171.1-040363-00002



Federal Communications Commission	
Docket No.	MM-98-66
Presented by	MMB
Disposition	Identified
Accepted	Received
Date	10-6-98
Signature	Holmes
Exhibit No.	17
	23
	94

MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.

-2-

bcc: Mr. Robert A. Watson

KZFS1\104171.1-040383-00002

HICKS 000674

HICKS 55

2

HICKS BROADCASTING OF INDIANA, L.L.C.

April 12, 1994

Homingan, Miller, Schwartz, and Cahn
2290 First National Building
Detroit, Michigan 48226

VIA FACSIMILE (313) 962-0176

Attn: David Foltyn

Re: Booth American Company - Hicks Broadcasting of Indiana, L.L.C.

Dear Mr. Foltyn:

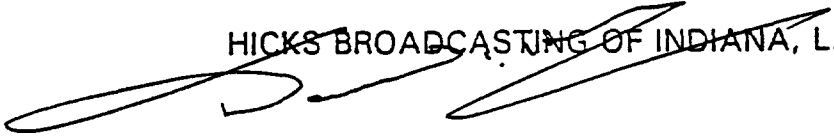
The purpose of this letter is to notify you as Escrow Agent pursuant to the Escrow Agreement among Seller, Purchaser and you that :

- (i) The Closing occurred as of March 31, 1994; and
- (ii) Pursuant to paragraph 2(f) of the Escrow Agreement, \$24,500 plus interest should be delivered to Eric V. Brown, Jr. of Miller, Canfield, Paddock & Stone, 44 West Michigan, as Kalamazoo, Michigan 49007 as soon as possible.

Thank you.

Very truly yours,

HICKS BROADCASTING OF INDIANA, L.L.C.


David L. Hicks
Authorized Member

cc: Mr. John L. Booth, II
Booth American Company
333 West Fort Street
Detroit, Michigan 48226
Fax: (313) 965-1160

MMB
EX.
78

LAW OFFICES OF
MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.
A PROFESSIONAL LIMITED LIABILITY COMPANY
444 WEST MICHIGAN AVENUE
KALAMAZOO, MICHIGAN 49007-3751

ANN ARBOR, MICHIGAN
BLOOMFIELD HILLS, MICHIGAN
DETROIT, MICHIGAN
GRAND RAPIDS, MICHIGAN
KALAMAZOO, MICHIGAN
LANSING, MICHIGAN
MONROE, MICHIGAN
WASHINGTON, D.C.

AFFILIATED OFFICES:
PENSACOLA, FLORIDA
GDANSK, POLAND
WARSAW, POLAND

SONEY T. MILLER (1894-1940)
GEORGE L. CANFIELD (1886-1923)
S. H. PADDOCK (1886-1936)
S. D. STONE (1882-1946)

ERIC V. BROWN, JR.
(616) 383-5813

TELEPHONE (616) 381-7030
TWX 810-221-5007 MILLCNFLD DET
TELECOPIER (616) 383-5858

April 25, 1994

Alan C. Campbell, Esq.
Irwin, Campbell & Crowe, P.C.
1320 18th Street, N.W., Suite 400
Washington, D.C. 20036

VIA FEDERAL EXPRESS

Re: **WRBR(FM) - Ownership Report**

Dear Alan:

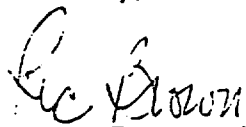
Pursuant to our telephone conversation of last Friday, enclosed are the following:

1. Articles of Agreement;
2. Operating Agreement;
3. Side Letter;
4. Security Agreement; and
5. Pledge Agreement.

It is my understanding that the Company, Hicks Broadcasting of Indiana, L.L.C., was capitalized for \$1,000.

If you have any further questions, please feel free to call me.

Sincerely,


Eric V. Brown, Jr.

EVB,JR/lb

cc: Mr. Robert A. Watson (without enclosure)
Mr. David L. Hicks (without enclosure)

KZFS1\105130.1-040383-00002

HICKS 53

HICKS 000672

Federal Communications Commission

Docket No. MM-98-66 Exhibit No. 70

Presented by MMB

Disposition Identified
Received
Rejected

Reporter Ell

Date 10-6-98

Oct 23, 98

M

m

B

Q

X⁷⁹

80

LAW OFFICES OF
MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.
A PROFESSIONAL LIMITED LIABILITY COMPANY
444 WEST MICHIGAN AVENUE
KALAMAZOO, MICHIGAN 49007-3751

ANN ARBOR, MICHIGAN
BLOOMFIELD HILLS, MICHIGAN
DETROIT, MICHIGAN
GRAND RAPIDS, MICHIGAN
KALAMAZOO, MICHIGAN
LANSING, MICHIGAN
MONROE, MICHIGAN
WASHINGTON, D.C.

AFFILIATED OFFICES:
PENSACOLA, FLORIDA
GDAŃSK, POLAND
WARSAW, POLAND

ERIC V. BROWN, JR.
(616) 383-5813

TELEPHONE (616) 381-7030
TWX 810-221-5007 MILLCNFLD DET
TELECOPIER (616) 383-5858

April 25, 1994

Mr. Robert A. Watson
Pathfinder Communications Corporation
421 South 2nd Street
Elkhart, Indiana 46515

VIA FEDERAL EXPRESS

Re: WRBR(FM) - Ownership Report

Dear Bob:

Attached is a copy of the Operating Agreement, which Agreement has been signed by David Hicks and which I agreed to send you last Friday. It is my understanding that you are obtaining signatures from the three Dille children.

Thank you.

Sincerely,



Eric V. Brown, Jr.

EVB,JR/lb

cc: Mr. David L. Hicks (without enclosure)

KZFS1\105130.1-040363-00002

HICKS 52

HICKS 000671

Federal Communications Commission

Docket No. MM-98-66 Exhibit No. 79

Presented by MMB

Di. position _____

Reporter (Signature)

Date 10-6-98

Identified _____
Received _____
Rejected _____

Oct. 23, 1998

m
m
B
E
X₈₀
~~HA~~

LAW OFFICES OF
MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.
A PROFESSIONAL LIMITED LIABILITY COMPANY
444 WEST MICHIGAN AVENUE
KALAMAZOO, MICHIGAN 49007-3751

SIDNEY T. MILLER (1884-1940)
GEORGE L. CANFIELD (1886-1928)
LEWIS H. PADDOCK (1888-1935)
FERRIS D. STONE (1882-1945)

ANN ARBOR, MICHIGAN
BLOOMFIELD HILLS, MICHIGAN
DETROIT, MICHIGAN
GRAND RAPIDS, MICHIGAN
KALAMAZOO, MICHIGAN
LANSING, MICHIGAN
MONROE, MICHIGAN
WASHINGTON, D.C.

ERIC V. BROWN, JR.
(616) 383-5813

TELEPHONE (616) 381-7030
TWX 810-221-5007 MILLCNFLD DET
TELECOPIER (616) 383-5858

AFFILIATED OFFICES:
PENSACOLA, FLORIDA
GDANSK, POLAND
WARSAW, POLAND

May 2, 1994

PERSONAL AND CONFIDENTIAL

Mr. David L. Hicks
Crystal Radio Group
4154 Jennings Drive
Kalamazoo, Michigan 49001

Re: WRBR(FM) - Ownership Report

Dear Dave:

Enclosed are a copies of letters which I am sending to Bob Watson and John Dille today. I am having the closing book for you bound and should have it returned to me within the next two to three weeks.

It goes without saying that I appreciated having the opportunity to represent you in this matter.

If you have any questions, please feel free to call me.

Thank you.

Sincerely,

Eric Brown
Eric V. Brown, Jr.

EVB, JR/lb
Enclosure
KZFS1\105536.1-040383-00002

HICKS

49

HICKS 000668

Federal Communications Commission

Docket No. MM-98-66 Exhibit No. 80

Presented by MMB

Disposition

Reporter (Signature)

Date 10-6-98

Identified (Signature)

Received (Signature)

Rejected (Signature)

11-4-98

m
m
B
E
X
81

SIDNEY T. MILLER (1884-1940)
GEORGE L. CANFIELD (1888-1928)
WIS H. PADDOCK (1866-1936)
IRIS D. STONE (1882-1946)

LAW OFFICES OF
MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.
A PROFESSIONAL LIMITED LIABILITY COMPANY
444 WEST MICHIGAN AVENUE
KALAMAZOO, MICHIGAN 49007-3751

ANN ARBOR, MICHIGAN
BLOOMFIELD HILLS, MICHIGAN
DETROIT, MICHIGAN
GRAND RAPIDS, MICHIGAN
KALAMAZOO, MICHIGAN
LANSING, MICHIGAN
MONROE, MICHIGAN
WASHINGTON, D.C.

ERIC V. BROWN, JR.
(616) 383-5813

TELEPHONE (616) 381-7030
TWX 810-221-5007 MILLCNFLD DET
TELECOPIER (616) 383-5858

AFFILIATED OFFICES:
PENSACOLA, FLORIDA
GDANSK, POLAND
WARSAW, POLAND

May 2, 1994

Mr. Robert A. Watson
Pathfinder Communications Corporation
421 South 2nd Street
Elkhart, Indiana 46515

Re: WRBR(FM) - Ownership Report

Dear Bob:

Enclosed is a closing book containing the documents for the above-mentioned radio station acquisition. The Operating Agreement, signed by the Dille children, should be inserted under Tab 20. It is my understanding that you will send me a signed Operating Agreement. The Employer Identification Number for Hicks Broadcasting of Indiana, L.L.C. should be sent to:

Kimberly K. Hudolin, Esq.
Honigman, Miller, Schwartz and Cohn
2290 First National Building
Detroit, Michigan 48226

Also enclosed is a copy of a letter to John Dille and a statement for our services. If you have any questions or comments, please feel free to call me.

Thank you.

Sincerely,

Eric V. Brown, Jr.
Eric V. Brown, Jr.

EVBJR/lb
Enclosures

cc: Mr. David L. Hicks (with statement enclosed)
Mr. John F. Dille, III (with statement enclosed)

KZFS1105538.1-040383-00002

HICKS 000669

Federal Communications Commission

Docket No. MM-98-66 Exhibit No. 81

Presented by MMB

Di-position _____

Reporter [Signature]

Date 10-16-98

Identified _____

Received Oct 23 98

Rejected _____

m
m
B
e
x
gj

SIDNEY T. MILLER (1864-1940)
GEORGE L. CANFIELD (1866-1928)
LEWIS H. PADDOCK (1866-1935)
FERRIS D. STONE (1882-1946)

LAW OFFICES OF
MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.
A PROFESSIONAL LIMITED LIABILITY COMPANY
444 WEST MICHIGAN AVENUE
KALAMAZOO, MICHIGAN 49007-3751

ANN ARBOR, MICHIGAN
BLOOMFIELD HILLS, MICHIGAN
DETROIT, MICHIGAN
GRAND RAPIDS, MICHIGAN
KALAMAZOO, MICHIGAN
LANSING, MICHIGAN
MONROE, MICHIGAN
WASHINGTON, D.C.

ERIC V. BROWN, JR.
(616) 383-5813

TELEPHONE (616) 381-7030
TWX 810-221-5007 MILLCNFLD DET
TELECOPIER (616) 383-5858

AFFILIATED OFFICES:
PENSACOLA, FLORIDA
GDANSK, POLAND
WARSAW, POLAND

May 2, 1994

PERSONAL AND CONFIDENTIAL

Mr. John F. Dille, III
Pathfinder Communications Corporation
421 South 2nd Street
Elkhart, Indiana 46515

Re: WRBR(FM) - Ownership Report

Dear John:

I am sorry we were unable to talk last Friday. My firm is requiring that I send statement for our services regarding the WRBR(FM) matter and accordingly enclosed is statement through April 29, 1994.

The statement covers an 8 month period, beginning in September of 1993. I have reduced our normal charges by ten (10%) percent.

I appreciate having the opportunity to work with you and Dave Hicks and renewing our friendship since high school days.

If you have any questions, please feel free to call me.

Thank you.

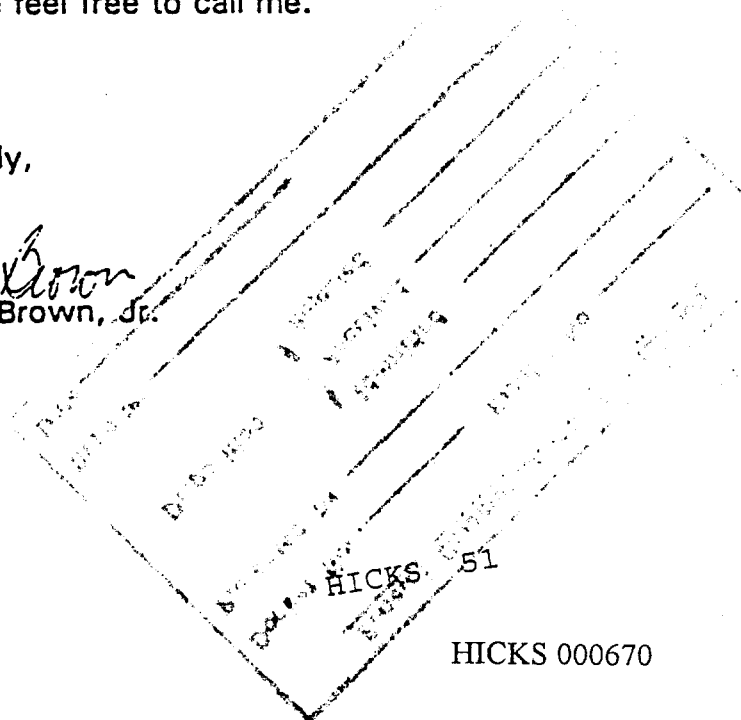
Sincerely,


Eric V. Brown, Jr.

EVB,JR/lb
Enclosure

cc: Mr. David L. Hicks
Mr. Robert A. Watson

KZFS1\105536.1-040383-00002



HICKS 000670

Federal Communications Commission

Docket No. MM-98-66 Exhibit No. 82

Presented by YMB

Disposition

Reporter [Signature]

Date 10-6-98

Identified _____

Received _____

Rejected _____

Oct 23 1998

M
M
B
E
BB

LAW OFFICES OF
MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.
A PROFESSIONAL LIMITED LIABILITY COMPANY
444 WEST MICHIGAN AVENUE
KALAMAZOO, MICHIGAN 49007-3751

SIDNEY T. MILLER (1864-1940)
GEORGE L. CANFIELD (1866-1928)
LEWIS H. PADDOCK (1866-1936)
FERRIS D. STONE (1882-1946)

ANN ARBOR, MICHIGAN
BLOOMFIELD HILLS, MICHIGAN
DETROIT, MICHIGAN
GRAND RAPIDS, MICHIGAN
KALAMAZOO, MICHIGAN
LANSING, MICHIGAN
MONROE, MICHIGAN
WASHINGTON, D.C.

ERIC V. BROWN, JR.
(616) 383-5813

TELEPHONE (616) 381-7030
TWX 810-221-5007 MILLCNFLD DET
TELECOPIER (616) 383-5858

AFFILIATED OFFICES:
PENSACOLA, FLORIDA
GOANSK, POLAND
WARSAW, POLAND

May 3, 1994

Kimberly K. Hudolin, Esq.
Honigman, Miller, Schwartz and Cohn
2290 First National Building
Detroit, Michigan 48226

Re: Booth American Company - Hicks Broadcasting of Indiana, L.L.C.

Dear Kim:

Enclosed is the W-9 IRS form which I have had signed by Dave Hicks. Bob Watson is obtaining the Employer Identification Number and will inform you of that number promptly.

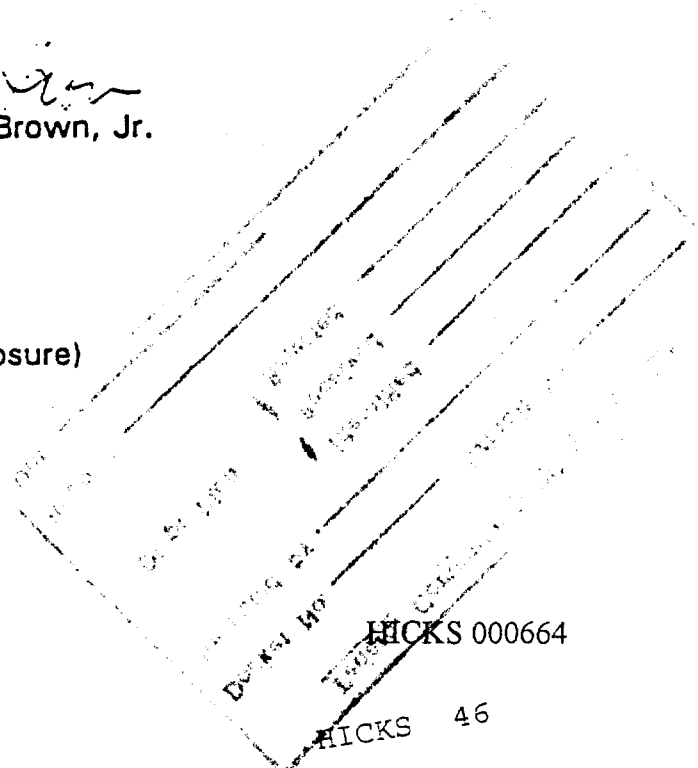
If you have any further questions, please feel free to call me.

Sincerely,


Eric V. Brown, Jr.

EVB,JR/lb
Enclosure

cc: Mr. Robert A. Watson (with enclosure)



Federal Communications Commission

Docket No. MM-98-66 Exhibit No. 83

Presented by MMB

Disposition EA

Reporter EA

Date 10-6-98

Identified OK

Received OCT 23

Rejected 98

Request for Taxpayer Identification Number and Certification

Give this form
to the requester. Do
NOT send to IRS.

Please print or type	Name (if joint names, list first and circle the name of the person or entity whose number you enter in Part I below. See instructions under "Name" if your name has changed.)	
	Hicks Broadcasting of Indiana, L.L.C.	
	Address (number and street)	List account number(s) here (optional)
	421 South 2nd Street	
	City, state, and ZIP code	
	Elkhart, Indiana 46515	

Part I Taxpayer Identification Number

Enter your taxpayer identification number in the appropriate box. For individuals and sole proprietors, this is your social security number. For other entities, it is your employer identification number. If you do not have a number, see *How To Obtain a TIN*, below.

Note: If the account is in more than one name, see the chart on page 2 for guidelines on whose number to enter.

Social security number								
			+					

OR

Employer identification number								
			+					

Part II For Payees Exempt From Backup Withholding (See Instructions)

Requester's name and address (optional)

Certification.—Under penalties of perjury, I certify that:

- (1) The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
- (2) I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding (does not apply to real estate transactions, mortgage interest paid, the acquisition or abandonment of secured property, contributions to an individual retirement arrangement (IRA), and payments other than interest and dividends).

Certification instructions.—You must cross out item (2) above if you have been notified by IRS that you are currently subject to backup withholding because of underreporting interest or dividends on your tax return. (Also see Signing the Certification under Specific Instructions, on page 2.)

Please
Sign
Here

Signature ►

Date ►

Instructions

(Section references are to the Internal Revenue Code.)

Purpose of Form.—A person who is required to file an information return with IRS must obtain your correct taxpayer identification number (TIN) to report income paid to you, real estate transactions, mortgage interest you paid, the acquisition or abandonment of secured property, or contributions you made to an individual retirement arrangement (IRA). Use Form W-9 to furnish your correct TIN to the requester (the person asking you to furnish your TIN), and, when applicable, (1) to certify that the TIN you are furnishing is correct (or that you are waiting for a number to be issued), (2) to certify that you are not subject to backup withholding, and (3) to claim exemption from backup withholding if you are an exempt payee. Furnishing your correct TIN and making the appropriate certifications will prevent certain payments from being subject to the 20% backup withholding.

Note: If a requester gives you a form other than a W-9 to request your TIN, you must use the requester's form.

How To Obtain a TIN.—If you do not have a TIN, apply for one immediately. To apply, get Form SS-5, Application for a Social Security Number Card (for individuals) from your local office of the Social Security Administration, or Form SS-4, Application for Employer Identification Number (for businesses and all other entities), from your local Internal Revenue Service office.

To complete Form W-9 if you do not have a TIN, write "Applied For" in the space for the TIN in Part I, sign and date the form, and give it to the requester. Generally, you will then have 60 days to obtain a TIN and furnish it to the requester. If the requester does not receive your TIN within 60 days, backup withholding, if applicable, will begin

and continue until you furnish your TIN to the requester. For reportable interest or dividend payments, the payer must exercise one of the following options concerning backup withholding during this 60-day period. Under option (1), a payer must backup withhold on any withdrawals you make from your account after 7 business days after the requester receives this form back from you. Under option (2), the payer must backup withhold on any reportable interest or dividend payments made to your account, regardless of whether you make any withdrawals. The backup withholding under option (2) must begin no later than 7 business days after the requester receives this form back. Under option (2) the payer is required to refund the amounts withheld if your certified TIN is received within the 60-day period and you were not subject to backup withholding during that period.

Note: Writing "Applied For" on the form means that you have already applied for a TIN OR that you intend to apply for one in the near future.

As soon as you receive your TIN, complete another Form W-9, include your TIN, sign and date the form, and give it to the requester.

What Is Backup Withholding?—Persons making certain payments to you are required to withhold and pay to IRS 20% of such payments under certain conditions. This is called "backup withholding." Payments that could be subject to backup withholding include interest, dividends, broker and barter exchange transactions, rents, royalties, nonemployee compensation, and certain payments from fishing boat operators, but do not include real estate transactions.

If you give the requester your correct TIN, make the appropriate certifications, and report all your taxable interest and dividends on your tax return, your payments will not be subject to backup withholding. Payments you receive will be subject to backup withholding if:

- (1) You do not furnish your TIN to the requester, or
- (2) IRS notifies the requester that you furnished an incorrect TIN, or
- (3) You are notified by IRS that you are subject to backup withholding because you fail to report all your interest and dividends on your tax return (for interest and dividend accounts only), or
- (4) You fail to certify to the requester that you are not subject to backup withholding under (3) above (for interest and dividend accounts open after 1983 only), or
- (5) You fail to certify your TIN. This applies only to interest, dividend, broker, or barter exchange accounts opened after 1983, or broker accounts considered inactive in 1983.

For other payments, you are subject to backup withholding only if (1) or (2) above applies.

Certain payees and payments are exempt from backup withholding and information reporting. See *Payees and Payments Exempt From Backup Withholding*, below, and *Exempt Payees and Payments under Specific Instructions*, on page 4 if you are an exempt payee.

Payees and Payments Exempt From Backup Withholding.—The following is a list of payee exempt from backup withholding and for which no information reporting is required. For interest and dividends, all listed payees are exempt except item (9). For broker transactions, payee listed in (1) through (13), and a person registered under the Investment Advisers Act of 1940 who regularly acts as a broker are exempt. Paymer subject to reporting under sections 6041 and 6041A are generally exempt from backup withholding only if made to payees described items (1) through (7), except that a corporation that provides medical and health care services bills and collects payments for such services is not exempt from backup withholding or

LAW OFFICES OF
MILLER, CANFIELD, PADDOCK AND STONE, P.L.C.
A PROFESSIONAL LIMITED LIABILITY COMPANY
444 WEST MICHIGAN AVENUE
KALAMAZOO, MICHIGAN 49007-3751

SIDNEY T. MILLER (1864-1940)
GEORGE L. CANFIELD (1866-1928)
WMS H. PADDOCK (1866-1935)
JIS D. STONE (1882-1946)

ANN ARBOR, MICHIGAN
BLOOMFIELD HILLS, MICHIGAN
DETROIT, MICHIGAN
GRAND RAPIDS, MICHIGAN
KALAMAZOO, MICHIGAN
LANSING, MICHIGAN
MONROE, MICHIGAN
WASHINGTON, D.C.

AFFILIATED OFFICES:
PENSACOLA, FLORIDA
GDANSK, POLAND
WARSAW, POLAND

ERIC V. BROWN, JR.
(616) 383-5813

TELEPHONE (616) 381-7030
TWX 810-221-5007 MILLCNFLD DET
TELECOPIER (616) 383-5858

May 5, 1994

Mr. Robert A. Watson
Pathfinder Communications Corporation
421 South 2nd Street
Elkhart, Indiana 46515

Re: Hicks Broadcasting of Indiana, L.L.C.

Dear Bob:

Enclosed is the Corporate Special Warranty Deed which has been recorded in St. Joseph County, Indiana in which we discussed today. The consideration for the deed is \$30,000.

As soon as I locate the title insurance policy I will send it to you.

Thank you.

Sincerely,

Eric V. Brown, Jr.
Eric V. Brown, Jr.

EVB,JR/lb

cc: Mr. David L. Hicks (without enclosure)

KZFS1\105130.1-040383-00002

HICKS 000661

HICKS 41

HOLD FOR:
THE TITLE SEARCH C

9414320

CORPORATE SPECIAL WARRANTY DEED

THIS INDENTURE WITNESSETH, That Booth American Company ("Grantor") a corporation organized and existing under the laws of the State of Michigan grants, bargains and sells to Hicks Broadcasting of Indiana, L.L.C., of _____ County, in the State of _____ ("Grantee"), for the sum of Thirty Thousand Dollars (\$30,000.00), the receipt of which is hereby acknowledged, the following described real estate in St. Joseph County, in the State of Indiana:

A part of the Southwest Quarter (1/4) of Section 35, Township 38 North, Range 3 East, St. Joseph County, Indiana, and described as follows: Beginning on the South line of Day Road, South 89 degrees 03 minutes 06 seconds East, 200.00 feet from the intersection of said South line with the East line of Fir Road; thence South 89 degrees 03 minutes 06 seconds East, 405.75 feet along said South line; thence South 00 degrees 00 minutes 00 seconds West, 429.50 feet; thence South 90 degrees 00 minutes 00 seconds West, 405.69 feet; thence North 00 degrees 00 minutes 00 seconds East, 436.21 feet to the point of beginning.

Subject to existing restrictions and conditions of record, easements for public utilities and driveways, easements of record, a possible future assessment for the maintenance of the Woomer Ditch as ordered by the Drainage Board, rights of way for drainage tiles, feeders and laterals, if any, and zoning ordinances, and further subject to the 1993 real estate taxes and assessments payable in 1994 and all taxes and assessments thereafter due.

Grantor warrants and forever will defend the right and title to the foregoing real estate unto Grantee against the claims of all persons owning, holding, or claiming by, through, or under Grantor, which claims are based upon matters occurring subsequent to Grantor's acquisition of the foregoing real estate on February 17, 1977.

Grantor hereby certifies under oath that all Indiana gross income tax due or payable in respect to the transfer made by this deed has been paid.

The undersigned persons executing this deed on behalf of Grantor represent and certify that they are duly elected officers of Grantor and have been fully empowered, by proper resolution of the Board of Directors of Grantor, to execute and deliver this deed; that Grantor has full corporate capacity to convey the real estate described herein; and that all necessary corporate action for the making of such conveyance has been taken and done.

DULY
ST. JOSEPH COUNTY, INDIANA

HICKS 000662

HICKS 42

2

IN WITNESS WHEREOF, Grantor has caused this deed to be executed as of the ____ day of _____, 19__.

BOOTH AMERICAN COMPANY

(SEAL) ATTEST:

BY Paul G. Shefferly
(Signature)

PAUL G. SHEFFERLY
ASSISTANT SECRETARY
Printed Name and Office

BY Paul R. Guitmeyer
(Signature)

PAUL R. GUITMEYER
VICE PRESIDENT & TREASURER
Printed Name and Office

STATE OF Michigan

SS:

COUNTY OF Wayne

Before me, a Notary Public in and for said County and State, personally appeared PAUL R. GUITMEYER and PAUL G. SHEFFERLY, the VICE PRESIDENT & TREASURER and ASSISTANT SECRETARY, respectively of Booth American Company, who acknowledged execution of the foregoing Deed for and on behalf of said Grantor, and who, having been duly sworn, stated that the representations therein contained are true.

Witness my hand and Notarial Seal this 25th day of Mar., 19 94

My Commission Expires:

April 12, 1997

Rose Metzgian
Signature

ROSE METZGIAN
Printed

ROSE METZGIAN
Notary Public, Wayne County, MI
My Commission Expires Apr. 12, 1997

Residing in Wayne County, Michigan

This instrument was prepared by: Frederick J. Frank
Honigman Miller Schwartz and Cohn
2290 First National Building
Detroit, Michigan--48226

Return to: _____

Indiana Gross Income Tax on
Sale of Real Estate

Send tax statements to: _____

BOOTH AMERICAN COMPANY

APRIL 12, 1994

\$360.00

B3086c

HICKS 000663
HICKS 43

-2-

Recorder's Receipt # 445671

St. Joseph County

ER (1884-1940)
FIELD (1888-1928)
OCK (1888-1935)
IE (1882-1945)

LAW OFFICES OF
MILLER, CANFIELD, PADDOCK AND STONE, :

A PROFESSIONAL LIMITED LIABILITY COMPANY

444 WEST MICHIGAN AVENUE
KALAMAZOO, MICHIGAN 49007-3751

TELEPHONE (616) 381-7030
TWX 810-221-5007 MILLCNFLD DET
TELECOPIER (616) 383-5858

OWN, JR.
13

May 5, 1994

Mr. Robert A. Watson
Pathfinder Communications Corporation
21 South 2nd Street
Elkhart, Indiana 46515

Re: Hicks Broadcasting of Indiana, L.L.C.

Dear Bob:

Enclosed is the Corporate Special Warranty Deed which has been recorded in
St. Joseph County, Indiana in which we discussed today. The consideration for the
deed is \$30,000.

As soon as I locate the title insurance policy I will send it to you.

Thank you.

Sincerely,

Eric V. Brown, Jr.
Eric V. Brown, Jr.

EVBJR/lb

cc: Mr. David L. Hicks (without enclosure)

KZFS1\105130.1-040363-00002

HICKS 000661

HICKS 41

M
M
B
E
X

84

10-66-98

Date 10-66-98

Reporter

Disposition

Presented by

Docket No. 14-98-66

Identified

Received

Rejected

Exhibit No. 54

Federal Communications Commission

M
M
B
E
185
24

Robert A. Watson
Secretary - Treasurer

May 18, 1994

COPY

Pathfinder Communications Co.
WCKY/WIMJ, Cincinnati
WTRC/WLTA, Elkhart/South
WQHK-AM/FM, Fort Wayne
WMEE, Fort Wayne
WCUZ-AM/FM, Grand Rapids
WQWQ, Muskegon
BANNER GRAPHIC, Greencastle
Truth Publishing Company, Inc.
THE ELKHART TRUTH
KOLL-AM/FM, Tulsa

P.O. Box 2500
Elkhart, Indiana 46515
Telephone (219) 294-1661
FAX (219) 294-6161

Federated Media



Eric V. Brown, Jr.
Miller, Canfield, Paddock & Stone
444 West Michigan Ave.
Kalamazoo, Michigan 49007-3752

Dear Ric:

Attached is an originally-signed Operating Agreement for Hicks Broadcasting of Indiana L.L.C.
Also attached is a copy of the side letter containing all signatures. I will maintain the original in the Minute Book that I have set up for Hicks Broadcasting.

If you have any questions, please call me.

Sincerely,

Robert A. Watson
Secretary-Treasurer

RAW/md

Attachments

cc: Dave Hicks

Federal Communications Commission	
Docket No. <u>MM-98-66</u>	Exhibit No. <u>85</u>
Presented by <u>MMB</u>	
Disposition	Identified <u>✓</u>
	Received <u>Oct 23, 98</u>
	Rejected <u> </u>
Reporter <u>[Signature]</u>	
Date <u>10-6-98</u>	

PATH01606

M

M

B

~~Ex 80~~
~~21~~

WCKY/WIMJ, Cincinnati
WTRC/WLTA, Elkhart/South
WQHK-AM/FM, Fort Wayne
WMEE, Fort Wayne
WCUZ-AM/FM, Grand Rapids
WQWQ, Muskegon
BANNER GRAPHIC, Greencastle
Truth Publishing Company, Inc.
THE ELKHART TRUTH
KOLL-AM/FM, Tuisa

P.O. Box 2500
Elkhart, Indiana 46515
Telephone (219) 295-2500
FAX (219) 294-4014

Federated Media

May 31, 1994



Mr. David Hicks
Hicks Broadcasting of Indiana L.L.C.
4154 Jennings Drive
Kalamazoo, MI 49001

Dear David:

Attached are the music license agreements for WRBR requiring your signature where indicated. Would you please sign SESAC (three copies), ASCAP (two copies), BMI (two copies), and BMI's license questionnaire (one copy) then forward the agreements to the appropriate people with my attached letters.

Should you have any questions, please call me.

Sincerely,

Robert A. Watson
Secretary-Treasurer

sja

Enclosures

<u>Federal Communications Commission</u>	
Docket No. <u>MM-98-66</u>	Exhibit No. <u>86</u>
Presented by <u>MMB</u>	
Disposition	Identified <u>✓</u>
	Received <u>0723, 98</u>
	Rejected <u> </u>
Reporter <u>[Signature]</u>	
Date <u>10-6-98</u>	

PATH01658

M

M

B

E

~~87~~
~~88~~
~~89~~

297-44-8807
GREGORY L. HICKS

~~521-B/511 VERWOOD LANE~~
GOSHEN, INDIANA 46526

534-5992

Employment Date: 12-20-91
Full Time ☒ 4-27-92 Part Time
Termination: Date - 3/22/96
Resigned ☒ Discharged
Reason: OTHER JOB

New Address: ~~1807 W. LINCOLN AVE~~
New Address: 805 S. 6TH STREET
New Address:

Single ☐ Married ☒ Divorced ☐

Employee: Birth Date - February 15, 1955
Pl. of Birth - Cincinnati, Ohio

Spouse: Name - Kim C.
Birth Date - 10-21-59
Pl. of Birth - Miami, Florida

Children: Name Birth Date

1. Tamara 12-10-80
2.
3.
4.
5.
6.

Date: 12-20-91 Div: WYEZ Dept: Progr.
Job: PT Announcer
Dist: 361:50

Date: 4-27-92 Div: WLTJ Dept: Program
Job: Announcer
Dist: 361:50

Date: 10-15-92 Div: WLTJ Dept: Program
Job: pt Announcer
Dist: 361:50

Date: 6/20/94 Div: WTRC/WBYT/ Dept: Progra
Job: FT Announcer WRBR
Dist: 361:50-45%; 351:50-38%; 371:50-17%

Date: 9/04/95 Div: WBYT/WRBR Dept: Progra
Job: Announcer/Newsman
Dist: 50%-351:50 50%-361:50

HICKS, GREGORY L.

50%-50%-251:50 50%-361:50

Federal Communications Commission

Docket No. MM-98-66 Exhibit No. 87
Presented by MMB
Disposition { Identified ☒
Received OCT 24, 1998
Rejected _____
Reporter [Signature]
Date 10-6-98

PATH00883

FEDERATED MEDIA

PERSONNEL CHANGE REPORT -

Date: 2-92

DIVISION: Truth ☐ WCKY/WWEZ ☐ WTRC ☐ KSKS/KVLT ☐ WCUZ ☐
 FMPC ☐ WQHK/WMEZ ☐ WYEZ ☒ WQWQ/WQFN ☐ BANNER ☐

EMPLOYEE'S NAME GREG HICKS (RICHARDSON)

NEW EMPLOYEE: Title of Job _____ Dept. _____

This employee replaces _____ Date Started to Work _____

Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Temporary ☐

Payroll Expense Allocation _____

TRANSFER TO NEW JOB OR TO ANOTHER DEPARTMENT: Date Transfer Effective 3-15-1992

Transferred to: Job Title PART-TIME ANNOUNCER Dept. PROGRAMMING

Full Time ☐ Part Time ☒ Hrs. Per Week 12 Permanent ☒ Temporary ☐

Payroll Expense Allocation 361.50

TERMINATION OF EMPLOYMENT: Job Title _____ Dept. _____

Last Day Worked _____

Resigned Why? _____

How much notice did employee give? _____

Discharged Why? _____

Severance Pay Justified? No ☐ Yes ☐ _____ Weeks

SUPERVISOR'S EVALUATION OF EMPLOYEE -

	Superior	Good	Average	Poor
Job Performance: Competency.....	_____	_____	_____	_____
Thoroughness.....	_____	_____	_____	_____
Work Speed.....	_____	_____	_____	_____
Initiative.....	_____	_____	_____	_____
Attitudes: Cooperativeness.....	_____	_____	_____	_____
Loyalty to Company.....	_____	_____	_____	_____
Work Motivation.....	_____	_____	_____	_____
Personal Characteristics: Personality.....	_____	_____	_____	_____
Relations with co-workers.....	_____	_____	_____	_____
Personal Habits.....	_____	_____	_____	_____
Tardiness Record.....	_____	_____	_____	_____
Absence Record.....	_____	_____	_____	_____

Eligible for Rehire? _____ Comments _____

PATH00887

This form is to be filled in by Dept. Head and approved by the General Manager.

Submitted by Keith Wright Dept. Head

Approved by _____ Gen. Manager

2

DIVISION: Truth ☐ WCKY ☐ WTRC ☒ WQHK ☐ WCUZ ☐
FMPC ☐ WWEZ ☒ WTAZ ☒ WMEE ☐ BANNER ☐
EMPLOYEE'S NAME GREG HICKS KVLTV ☐

NEW EMPLOYEE: Title of Job ANNOUNCER Dept. PROGRAM
This employee replaces _____ Date Started to Work 6/20/9
Full Time ☒ Part Time ☐ Hrs. Per Week 40 Permanent ☒ Temporal ☐
Payroll Expense Allocation (WBYT 18hr) (WRRB 15) (WTRC 7)
45% 38% 17%

TRANSFER TO NEW JOB OR TO ANOTHER DEPARTMENT: Date Transfer Effective _____
Transferred to: Job Title _____ Dept. _____
Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Temporal ☐
Payroll Expense Allocation _____

TERMINATION OF EMPLOYMENT: Job Title _____ Dept. _____
Last Day Worked _____
Resigned Why? _____
How much notice did employee give? _____
Discharged Why? _____
Severance Pay Justified? No ☐ Yes ☐ _____ Week

SUPERVISOR'S EVALUATION OF EMPLOYEE -		Superior	Good	Average	Poor
Job Performance:	Competency.....	_____	_____	_____	_____
	Thoroughness.....	_____	_____	_____	_____
	Work Speed.....	_____	_____	_____	_____
	Initiative.....	_____	_____	_____	_____
Attitudes:	Cooperativeness.....	_____	_____	_____	_____
	Loyalty to Company.....	_____	_____	_____	_____
	Work Motivation.....	_____	_____	_____	_____
Personal Characteristics:	Personality.....	_____	_____	_____	_____
	Relations with co-workers.....	_____	_____	_____	_____
	Personal Habits.....	_____	_____	_____	_____
	Tardiness Record.....	_____	_____	_____	_____
Absence Record.....		_____	_____	_____	_____

Eligible for Rehire? _____ Comments _____ PATH00886

This form is to be filled in by Dept. Head and approved by the General Manager.
Submitted by [Signature] Dept. Head
Approved by [Signature] Gen. Manager
3

FEDERATED MEDIA

- PERSONNEL CHANGE REPORT -

Date: 9/6/95

DIVISION: TRUTH ☐ WCKY/WIMJ ☐ WTRC ☐ KQLL ☐ WCUZ ☐
3578 BANNER ☐ WQHK/WMEW ☐ WLTA ☐ WQWQ ☐ (Other) ☐
EMPLOYEE'S NAME GREG HICKS

NEW EMPLOYEE: Title of Job _____ Dept. _____
This employee replaces _____ Date Started to Work _____
Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Temporal ☐
Payroll Expense Allocation _____

TRANSFER TO NEW JOB OR TO ANOTHER DEPARTMENT: Date Transfer Effective 9/4/95
Transferred to: Job Title ANCHOR / NEWSMAN Dept. PROGRAM
Full Time ☒ Part Time ☐ Hrs. Per Week 40 Permanent ☒ Temporal ☐
Payroll Expense Allocation 361.5 351.5 50% - 50%

TERMINATION OF EMPLOYMENT: Job Title _____ Dept. _____
Last Day Worked _____

Resigned Why? _____

How much notice did employee give? _____

Discharged Why? _____

Severance Pay Justified? No ☐ Yes ☐ _____ Weeks

SUPERVISOR'S EVALUATION OF EMPLOYEE -		Superior	Good	Average	Poor
Job Performance:	Competency.....	_____	_____	_____	_____
	Thoroughness.....	_____	_____	_____	_____
	Work Speed.....	_____	_____	_____	_____
	Initiative.....	_____	_____	_____	_____
Attitudes:	Cooperativeness.....	_____	_____	_____	_____
	Loyalty to Company.....	_____	_____	_____	_____
	Work Motivation.....	_____	_____	_____	_____
Personal Characteristics:	Personality.....	_____	_____	_____	_____
	Relations with co-workers.....	_____	_____	_____	_____
	Personal Habits.....	_____	_____	_____	_____
	Tardiness Record.....	_____	_____	_____	_____
	Absence Record.....	_____	_____	_____	_____

Eligible for Rehire? _____ Comments _____ PATH00885

This form is to be filled in by Dept. Head and approved by the General Manager.

Submitted by _____ Dept. Head

Approved by _____ Gen. Manager

4

DIVISION: TRUTH ☐ WCKY/WIMJ ☐ WTRC ☐ KQLL ☐ WCUZ ☐
 BANNER ☐ WQHK/WMEW ☐ WLTA ☐ WQWQ ☐ WBYT/WRBR ☐
 EMPLOYEE'S NAME GREGG HICKS (Other)

NEW EMPLOYEE: Title of Job _____ Dept. _____
 This employee replaces _____ Date Started to Work _____
 Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Tempo ☐
 Payroll Expense Allocation _____

TRANSFER TO NEW JOB OR TO ANOTHER DEPARTMENT: Date Transfer Effective _____
 Transferred to: Job Title _____ Dept. _____
 Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Tempo ☐
 Payroll Expense Allocation _____

TERMINATION OF EMPLOYMENT: Job Title ANNOUNCER Dept. PROGRAMMING
 Last Day Worked 3/22/96

Resigned

Why? OFFER OUTSIDE OF BUSINESS

How much notice did employee give? 1 WEEK

Discharged

Why? _____

Severance Pay Justified? No ☒ Yes ☐ _____ Weeks

SUPERVISOR'S EVALUATION OF EMPLOYEE -		Superior	Good	Average	Poor
Job Performance:	Competency.....	_____	_____	<u>✓</u>	_____
	Thoroughness.....	_____	_____	<u>✓</u>	_____
	Work Speed.....	_____	_____	<u>✓</u>	_____
	Initiative.....	_____	_____	<u>✓</u>	_____
Attitudes:	Cooperativeness.....	_____	_____	_____	<u>✓</u>
	Loyalty to Company.....	_____	<u>✓</u>	_____	_____
	Work Motivation.....	_____	_____	<u>✓</u>	_____
Personal Characteristics:	Personality.....	_____	_____	_____	<u>✓</u>
	Relations with co-workers.....	_____	_____	<u>✓</u>	_____
	Personal Habits.....	_____	_____	<u>✓</u>	_____
	Tardiness Record.....	<u>✓</u>	_____	_____	_____
	Absence Record.....	<u>✓</u>	_____	_____	_____

Eligible for Rehire? N/O Comments NOT A TEAM PERSON, BEST TALENT IS STRAIGHT NEWS. DIFFICULT TO ADAPT

This form is to be filled in by Dept. Head and approved by the General Manager.

Submitted by _____ Dept. Head

Approved by Steve Hines Gen. Manager

PATH00884

M
M
B
E
EX88
~~840~~

482-88-0358
POEPPE, MICHELLE L.

5825 Winamac Lake Dr., Apt. 2B
Mishawaka, IN 46545

273-5349

Employment Date: 6/27/94

Full Time ☒

Part Time ☐

Termination: Date - 4-3-98

Resigned Y

Discharged

Reason:

New Address:

New Address:

New Address:

Single ☒ Married ☐ Divorced ☐

Employee: Birth Date - 1/27/71
Pl. of Birth -

Spouse: Name -
Birth Date -
Pl. of Birth -

Children: Name Birth Date

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

Date: 6/27/94 Div: WBYT/WRBR Dept: Program

Job: Production/Continuity

Dist: 361:50 - 50%; 351:50 - 50%

Date: Div: Dept:

Job:
Dist:

Date: Div: Dept:

Job:
Dist:

Date: Div: Dept:

Job:
Dist:

Date: Div: Dept:

Job:
Dist:

POEPPE, MICHELLE L.

361:50-50%/ 351:50-50%

Federal Communications Commission	
Docket No. <u>MM-98-66</u>	Exhibit No. <u>88</u>
Presented by <u>MMB</u>	
Disposition	Identified <input checked="" type="checkbox"/>
	Received <u>Oct 24 1998</u>
	Rejected <input type="checkbox"/>
Reporter <u>GW</u>	
Date <u>10-6-98</u>	

PATH00976

FEDERATED MEDIA

- PERSONNEL CHANGE REPORT -

Date 6/29/94

DIVISION:

Truth ☐WCKY ☐WTRC ☐WQHK ☐WCUZ ☐FMPC ☐WWEZ ☐WYEZ ☒WMEE ☐BANNER ☐KVLTV ☐

EMPLOYEE'S NAME

MICHELLE LYNN PEEPE

NEW EMPLOYEE

Title of Job

PRODUCTION / CONTINUITY

Dept.

PROGRAM

This employee replaces

LISA KOSTY

Date Started to Work

6/27/94Full Time ☒Part Time ☐

Hrs. Per Week

40Permanent ☒Temporary ☐

Payroll Expense Allocation

50% WBYT
361.5050% WRBB
351.50

TRANSFER TO NEW JOB OR TO ANOTHER DEPARTMENT: Date Transfer Effective _____

Transferred to: Job Title

Dept.

Full Time ☐Part Time ☐

Hrs. Per Week

Permanent ☐Temporary ☐

Payroll Expense Allocation

TERMINATION OF EMPLOYMENT: Job Title

Dept.

Last Day Worked

Resigned

Why?

How much notice did employee give?

Discharged

Why?

Severance Pay Justified? No ☐Yes ☐

Weeks

SUPERVISOR'S EVALUATION OF EMPLOYEE -

Superior

Good

Average

Poor

Job Performance: Competency.....

Thoroughness.....

Work Speed.....

Initiative.....

Attitudes:

Cooperativeness.....

Loyalty to Company.....

Work Motivation.....

Personal

Personality.....

Characteristics: Relations with co-workers.....

Personal Habits.....

Tardiness Record.....

Absence Record.....

Eligible for Rehire?

Comments

PATH00978

This form is to be filled in by Dept. Head and approved by the General Manager.

Submitted by

Dept. Head

Approved by

Gen. Manager

- PERSONNEL CHANGE REPORT -

DIVISION: TRUTH WTRC WBYT/WRBR SIGN PRO (_____)
 BANNER FT. WAYNE WNCU AM/FM TULSA _____
 EMPLOYEE'S NAME: Michael Poeppe OTHER _____

NEW EMPLOYEE: Title of Job: _____ Dept. _____
 This employee replaces: _____ Date Started to Work: _____
 Full Time _____ Part Time _____ Hrs. Per Week: _____ Permanent _____ Temporary _____
 Payroll Expense Allocation: _____

TRANSFER TO NEW JOB OR TO ANOTHER DEPARTMENT: Date Transfer Effective: _____
 Transferred to: _____ Job Title: _____ Dept. _____
 Full Time _____ Part Time _____ Hrs. Per Week: _____ Permanent _____ Temporary _____
 Payroll Expense Allocation: _____

TERMINATION OF EMPLOYMENT: Job Title: PRODUCTION/CONTINUTY Dept. TRUTH
 Last Day Worked: 4/3/98
Resigned: Why? opportunity in management
 How much notice did employee give? 2 weeks

Discharged: Why? _____
 How much notice did employee give? _____

Severance Pay Justified? NO YES _____ Weeks

<u>SUPERVISOR'S EVALUATION OF EMPLOYEE:</u>		SUPERIOR	GOOD	AVERAGE	POOR
Job Performance:	Competency		✓		
	Thoroughness		✓		
	Work Speed			✓	
	Initiative			✓	
Attitudes:	Cooperativeness		✓		
	Loyalty to Company		✓		
	Work Motivation			✓	
Personal Characteristics:	Personality	✓			
	Relations with Co-workers			✓	
	Personal Habits	✓			
	Tardiness Record		✓		
	Absence Record	✓			
Eligible for Rehire?	<u>yes</u>	Comments: _____			

THIS FORM IS TO BE FILLED IN BY DEPT. HEAD AND APPROVED BY THE GENERAL MANAGER

Submitted By: _____ Dept. Head _____ Approved By: [Signature] Gen. Manager: _____
 Approved _____ AHS _____ DO _____ CS _____ RW _____ DJ _____

PATH00977

M
M
B
E
X
40

FEDERATED MEDIA

- PERSONNEL CHANGE REPORT -

Date: 4/1/94DIVISION: TRUTH ☐ WCKY/WIMJ ☐ WTRC ☐ KQLL ☐ WCUZ ☐
BANNER ☐ WQHK/WMEZ ☐ WLTA ☐ WQWQ ☐ WRBR ☒EMPLOYEE'S NAME DAVID B. HAVENSKI(Other)
HICKS BROADCASTINGNEW EMPLOYEE: Title of Job ANNOUNCER (COACH SHOLLY) Dept. PROGRAM

This employee replaces _____ Date Started to Work _____

Full Time ☒ Part Time ☐ Hrs. Per Week 40 Permanent ☐ Temporary ☐Payroll Expense Allocation 100% WRBR PROGRAM 351.50

TRANSFER TO NEW JOB OR TO ANOTHER DEPARTMENT: Date Transfer Effective _____

Transferred to: Job Title _____ Dept. _____

Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Temporary ☐

Payroll Expense Allocation _____

TERMINATION OF EMPLOYMENT: Job Title _____ Dept. _____

Last Day Worked _____

Resigned Why? _____

How much notice did employee give? _____

Discharged Why? _____

Severance Pay Justified? No ☐ Yes ☐ _____ Weeks

SUPERVISOR'S EVALUATION OF EMPLOYEE -

Superior Good Average Poor

Job Performance: Competency.....
Thoroughness.....
Work Speed.....
Initiative.....Attitudes: Cooperativeness.....
Loyalty to Company.....
Work Motivation.....Personal Characteristics: Personality.....
Relations with co-workers.....
Personal Habits.....
Tardiness Record.....
Absence Record.....

Eligible for Rehire? _____ Comments _____

This form is to be filled in by Dept. Head and approved by the General Manager.

Submitted by _____ Dept. Head

Approved by [Signature] Gen. Manager

PATH00908

Federal Communications Commission

Docket No. MM-98-66 Exhibit No. 89

Presented by _____

Disposition _____

Reporter _____

Date 10-6-98

Identified _____

Received by LS Oct 21 1998

Rejected by 6-11-98

FEDERATED MEDIA

- PERSONNEL CHANGE REPORT -

Date: 7/1/94

340
118
WRBR

DIVISION: Truth ☐ WCKY ☐ WTRC ☐ WQHK ☐ WCUZ ☐
FMPC ☐ WHEZ ☐ WYEZ ☐ WMEE ☐ BANNER ☐
EMPLOYEE'S NAME DAVID HAVENSKI KVLTV ☐

NEW EMPLOYEE: Title of Job _____ Dept. _____
This employee replaces _____ Date Started to Work _____
Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Temporary ☐
Payroll Expense Allocation _____

TRANSFER TO NEW JOB OR TO ANOTHER DEPARTMENT: Date Transfer Effective _____
Transferred to: Job Title _____ Dept. _____
Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Temporary ☐
Payroll Expense Allocation _____

TERMINATION OF EMPLOYMENT Job Title ANNOUNCER Dept. PROGRAM
Last Day Worked 7-1-94
Resigned ☐ Why? _____

Discharged How much notice did employee give? _____
Why? replaced by automation 1-5AM & Vicki Turner 5-9AM
Severance Pay Justified? No ☒ Yes ☐ _____ Weeks

SUPERVISOR'S EVALUATION OF EMPLOYEE -		Superior	Good	Average	Poor
Job Performance:	Competency.....	_____	_____	<input checked="" type="checkbox"/>	_____
	Thoroughness.....	_____	<input checked="" type="checkbox"/>	_____	_____
	Work Speed.....	_____	_____	<input checked="" type="checkbox"/>	_____
	Initiative.....	_____	_____	<input checked="" type="checkbox"/>	_____
Attitudes:	Cooperativeness.....	<input checked="" type="checkbox"/>	_____	_____	_____
	Loyalty to Company.....	<input checked="" type="checkbox"/>	_____	_____	_____
	Work Motivation.....	<input checked="" type="checkbox"/>	_____	_____	_____
Personal Characteristics:	Personality.....	_____	<input checked="" type="checkbox"/>	_____	_____
	Relations with co-workers.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	_____	_____
	Personal Habits.....	_____	<input checked="" type="checkbox"/>	_____	_____
	Tardiness Record.....	_____	<input checked="" type="checkbox"/>	_____	_____
	Absence Record.....	_____	<input checked="" type="checkbox"/>	_____	_____

PATH00907

Eligible for Rehire? doubtful Comments very specialized character talent on the air

This form is to be filled in by Dept. Head and approved by the General Manager.

Submitted by [Signature] Dept. Head
Approved by [Signature] Gen. Manager

[Signature]

303-66-3239
VINCENT J. TURNER JR.

1715 BERKEY AVENUE
GOSHEN, INDIANA 46526

533-3994

Employment Date: 5/11/75 10/24/77
Full Time ☒ Part Time ☐
Termination: Date - 2/19/76 4/03/98
Resigned ☒ Discharged
Reason: Better job offer
JOB WITH BASHOR HOMES

New Address:
New Address:
New Address:

Single ☐ Married ☒ Divorced ☐
12-6-92

Employee: Birth Date - March 22, 1955
Pl. of Birth - Lowell, Mass.

Spouse: Name - Patricia K
Birth Date - 5-11-52
Pl. of Birth -

Children: Name Birth Date

1. Angela K. 7-16-77
2. Melissa R. 7-03-82
- 3.
- 4.
- 5.
- 6.

Date: 5/11/75 Div: WMEE/WMEF Dept: News
Job: News Director
Dist: 65%-595:50 35%-585:50

Date: 10/24/77 Div: TRUTH Dept: News
Job: Sports Writer
Dist: 114:50

Date: 9/23/85 Div: WTRC Dept: Program
Job: Sports Director
Dist: 371:50

Date: 7/4/94 Div: WTRC/WBYT/WRBR Dept: Program
Job: Sports Director
Dist: 371:50-70%; 361:50-15%; 351:50-15%

Date: 1/01/98 Div: WTRC Dept: PROGRAM
Job: SPORTS DIRECTOR
Dist: 371:50 - 34% 361:50-33% 351:50-33%

TURNER, VINCENT T. JR.

371:50 34% ; 361:50 33%; ; 351:50-33%

PATH01018

FEDERATED MEDIA

- PERSONNEL CHANGE REPORT -

Date: 9-20-85DIVISION: ³¹⁵⁹Truth ☐WCKY ☐WTRC ☒WQHK ☐WCUZ ☐Spacemakers ☐WWEZ ☐WYEZ ☐WMEE ☐

EMPLOYEE'S NAME

VINCE TURNERNEW EMPLOYEE: Title of Job SPORTS DIRECTORDept. PRO 6 AMThis employee replaces JACK MAGALOREDate Started to Work 9-23-85Full Time ☒Part Time ☐Hrs. Per Week 40Permanent ☐Temporary ☐

Payroll Expense Allocation

100% WTRC

TRANSFER TO NEW JOB OR TO ANOTHER DEPARTMENT:

- FROM EURNEY TRUTHDate Transfer Effective 9-23-85Transferred to: Job Title SPORTS DIRECTORDept. PRO 6 AMFull Time ☒Part Time ☐Hrs. Per Week 40Permanent ☒Temporary ☐

Payroll Expense Allocation

100% WTRC

TERMINATION OF EMPLOYMENT: Job Title

Dept.

Last Day Worked

Resigned

Why?

How much notice did employee give?

Discharged

Why?

Severance Pay Justified? No ☐Yes ☐

Weeks

SUPERVISOR'S EVALUATION OF EMPLOYEE -

Superior

Good

Average

Poor

Job Performance: Competency.....

Thoroughness.....

Work Speed.....

Initiative.....

Attitudes:

Cooperativeness.....

Loyalty to Company.....

Work Motivation.....

Personal

Personality.....

Characteristics: Relations with co-workers.....

Personal Habits.....

Tardiness Record.....

Absence Record.....

Eligible for Rehire?

Comments

This form is to be filled in by Dept. Head and approved by the General Manager

Submitted by

Dept. Head

Approved by

Gen. Manager

PATH01083

FEDERATED MEDIA

- PERSONNEL CHANGE REPORT -

Date: 9/21/85

DIVISION: Truth ☒ WCKY ☐ WTRC ☐ WOHK ☐ WCUZ ☐
Spacemakers ☐ WWEZ ☐ WYEZ ☐ WMEE ☐

EMPLOYEE'S NAME

Vince Turner

NEW EMPLOYEE: Title of Job _____ Dept. _____

This employee replaces _____ Date Started to Work _____

Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Temporary ☐

Payroll Expense Allocation _____

TRANSFER TO NEW JOB OR TO ANOTHER DEPARTMENT: Date Transfer Effective _____

Transferred to: Job Title _____ Dept. _____

Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Temporary ☐

Payroll Expense Allocation _____

TERMINATION OF EMPLOYMENT: Job Title Sports Writer Dept. NewsLast Day Worked 9/21/85Resigned Why? Become sports director for WTRC radioHow much notice did employee give? Two weeks

Discharged Why? _____

Severance Pay Justified? No ☐ Yes ☐ _____ Weeks

SUPERVISOR'S EVALUATION OF EMPLOYEE -

	Superior	Good	Average	Poor
Job Performance: Competency.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Thoroughness.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work Speed.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Initiative.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attitudes: Cooperativeness.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Loyalty to Company.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work Motivation.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Characteristics: Personality.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Relations with co-workers.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Habits.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tardiness Record.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Absence Record.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Eligible for Rehire? yesComments Left on best of terms

This form is to be filled in by Dept. Head and approved by the General Manager.

Submitted by [Signature] Dept. Head

Approved by _____ Gen. Manager

PATH01084

Richard P. Williams
Secretary-Treasurer

Truth Publishing Company Inc.
THE ELKHART TRUTH

Pathfinder Communications Corp.
WCKY Cincinnati
WWEZ Cincinnati
WTRC Elkhart
WYEZ Elkhart/South Bend
WQHK Fort Wayne
WMEE Fort Wayne
WCUZ Grand Rapids
WCUZ-FM Grand Rapids

P.O. Box 2500
Elkhart, Indiana 46515
Telephone 219 294-5341

September 20, 1985

Mr. Vincent J. Turner, Jr.
1501 Locust - Apt. 202
Elkhart, Indiana 46514

Federated Media

Dear Vince:

Now that you have accepted the Sports Director position at WTRC Radio, you will become a salaried employee of Pathfinder Communications Corporation. Since Pathfinder is a Federated Media company, your past service as an employee of Truth Publishing Company, Inc. will continue for purposes of determining your employee benefit entitlements.

As I mentioned to you earlier, employee benefit programs for salaried employees are somewhat different than those you have enjoyed as an hourly-rated employee. So that you will have an understanding of your entitlements as a salaried employee, I have enclosed a Summary Plan Description booklet that describes the various plans in which you will now become a participant. It should answer most of your questions.

Also, I have enclosed a computation that details the amount of life insurance, AD & D Insurance, and long term disability insurance that will go into force for you effective October 1, 1985. On the same sheet, I have computed the amount of monthly pension benefit you may expect to receive under the company-sponsored pension/retirement plans when you retire at Age 65.

You will continue to be eligible for three weeks annual paid vacation. Since it is not convenient to WTRC management for you to take additional 1985 vacation before the end of this year, all 1985 vacation entitlements not taken as of now will be carried forward and will be available to you in 1986.

Congratulations and good luck in your new assignment.

Sincerely,

Dick

Richard P. Williams
Secretary-Treasurer

PATH01085

6

9/20/85
RWilliams

COMPUTATION - EMPLOYEE BENEFIT ENTITLEMENTS - VINCENT J. TURNER, JR

LIFE INSURANCE ENTITLEMENT - Eff. 10/1/85:

Under Provision of Federated Media Major Death Benefit Plan --

1/12 x 1984 W2 Comp x Projected Serv 10/24/77 to Age 65 (Max 35 yrs)

= 1/12 x \$22,417 x 35 yrs \$65,380

Under Provisions of Federated Media Group Life/AD&D Plan --

Benefit entitlement More than 5 Yrs Service \$ 2,500

Total Life Insurance Entitlement \$67,880

ACCIDENTAL DEATH DISMEMBERMENT INSURANCE - Eff. 10/1/85:

Under Provisions of Federated Media Group Life/AD&D Plan \$2,500

LONG TERM DISABILITY INSURANCE - Eff 10/1/85:

1/12 x 1984 W-2 compensation x 60% = 1/12 x \$22,417 x 60%

Monthly LTD Benefit payable (after 6 mo. waiting period = \$1,120

**PROJECTED PENSION BENEFIT AT AGE 65 UNDER PROVISIONS OF THE TRUTH
EMPLOYEES' PENSION/RETIREMENT PLANS;**

DIVISION: TRUTH ☐ WCKY/WIMJ ☐ WTRC ☒ KQLL ☐ WCUZ ☐
BANNER ☐ WQHK/WMEW ☐ WLTA ☒ WQWQ ☐ ☐ (Other) ☐
EMPLOYEE'S NAME NICE TURNER WRBR ☒

NEW EMPLOYEE: Title of Job ~~Sports Director~~ Dept. _____
This employee replaces _____ Date Started to Work _____
Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Temporary ☐
Payroll Expense Allocation _____

TRANSFER TO NEW JOB OR TO ANOTHER DEPARTMENT: Date Transfer Effective 7-4-94
Transferred to: Job Title SPORTS DIRECTOR Dept. _____
Full Time ☐ Part Time ☐ Hrs. Per Week _____ Permanent ☐ Temporary ☐
Payroll Expense Allocation 70% WTRC / 15% WLTA / 15% WRBR

TERMINATION OF EMPLOYMENT: Job Title _____ Dept. _____
Last Day Worked _____

Resigned Why? _____
How much notice did employee give? _____
Discharged Why? _____
Severance Pay Justified? No ☐ Yes ☐ _____ Weeks

SUPERVISOR'S EVALUATION OF EMPLOYEE -		Superior	Good	Average	Poor
Job Performance:	Competency.....	_____	_____	_____	_____
	Thoroughness.....	_____	_____	_____	_____
	Work Speed.....	_____	_____	_____	_____
	Initiative.....	_____	_____	_____	_____
Attitudes:	Cooperativeness.....	_____	_____	_____	_____
	Loyalty to Company.....	_____	_____	_____	_____
	Work Motivation.....	_____	_____	_____	_____
Personal Characteristics:	Personality.....	_____	_____	_____	_____
	Relations with co-workers.....	_____	_____	_____	_____
	Personal Habits.....	_____	_____	_____	_____
	Tardiness Record.....	_____	_____	_____	_____
	Absence Record.....	_____	_____	_____	_____
Eligible for Rehire? _____		Comments _____			

This form is to be filled in by Dept. Head and approved by the General Manager.
Submitted by _____ Dept. Head
Approved by _____ Gen. Manager

ME

AK

January 7, 1998

WTRC Staff Members:

I want you to get the word from me before the rumor mill cranks into full gear.

I will be leaving my full time position as WTRC Sports Director at the end of the current high school basketball season in March. I have agreed to become the Development Director at Bashor Home, pending approval by the board of directors later this month.

As most of you know, the Bashor cause has been close to my heart for some time and this new challenge is exciting for me.

I am saying "good-bye" with a great deal of mixed emotions. Federated Media has been extremely good to me and my family, and all of you have been wonderful friends as well as co-workers.

There is the possibility I may not be leaving entirely. We are exploring the idea of continuing my play-by-play duties for high school sports or the possibility of staying with the morning crew with a revised schedule. Stay tuned!

Thank you,



June 9, 1998

**PATHFINDER
COMMUNICATIONS
CORPORATION**

Vincent J. Turner, Jr.
1715 Berkey Avenue
Goshen, Indiana 46526

Dear Vince:

At the time your employment for Pathfinder Communications Corporation terminated on April 3, 1998, you had earned a right to a deferred vested benefit under provisions of the ELKHART TRUTH EMPLOYEES' RETIREMENT PLAN and the TRUTH EMPLOYEES' PENSION PLAN. This means that when you achieve retirement age, you will be entitled to receive a monthly pension benefit from the plans.

Your deferred vested benefit entitlements under the retirement and pension plan at normal retirement age 65 have been computed to be: (copies attached)

Pension Plan	\$ 54.93 per month
Retirement Plan	<u>556.98</u> per month
Total Benefit Entitlement at Age 65	\$ 611.91 per month

The above monthly benefit will be paid to you for life when you reach age 65. If you wish, you may opt to have the benefit commence as early as age 60, but the amount of the monthly payment would be reduced by 1/2 of 1% for each month that the commencement date precedes your 65th birthday.

The normal payment option is a Life & 10-Year Certain annuity. That means that you would receive the monthly benefit for life, but if you do not survive to receive at least 120 monthly installments, your designated beneficiary would be entitled to receive the remaining unpaid installments.

As an alternative to the Life & 10-Year Certain payment option, you may elect to receive your benefits under either a 50% or a 75% Surviving Spouse payment option. Under these payment options, your spouse, if they survive you, would receive either 50% or 75% of the amount you were receiving. The payments to your spouse would continue for the remainder of their life. If you elect either the 50% or 75% Surviving Spouse payment option, your benefit would be somewhat less than the above benefit number; it would be based on the actuarial equivalent value of the cost of a Life & 10-Year Certain benefit.

If you should die before you reach retirement age, your spouse would be entitled to receive a monthly benefit from the plan. The benefit would be 50% of the amount you would have received if you had survived to retirement age. Payment to your spouse would commence on the date you would have been eligible to receive benefits if you had survived.

PATH01026

Vincent J. Turner, Jr.
June 9, 1998
Page #2



Federal
Media

In order to receive the above described benefits, it is necessary that you make application to the Plan Administrator when you become eligible for benefit payments to commence. In the meantime, please keep us informed of your current address so that we will be able to communicate with you whenever necessary.

If you have any questions, please contact me; I wish you the best in the future.

Sincerely,

Robert A. Watson
Plan Administrator

RAW/md

PATH01027